



Report to the Auburn City Council

Action Item

12

Agenda Item No.

[Signature]
City Manager's Approval

To: Mayor and City Council
From: Robert Richardson, City Manager
Date: January 27, 2014
Subject: Agreement with Peckham & McKenney for City Manager Recruitment Services

The Issue

Shall the City Council approve the attachment agreement with Peckham & McKenney for City Manager recruitment services?

Conclusion and Recommendation

That the City Council, by resolution, adopt the attached agreement with Peckham & McKenney.

Background

During their January 22, 2014 closed session meeting, the City Council interviewed recruitment firms to direct the recruitment, vetting and interviews for a new city manager. After that meeting the Council directed staff to develop a professional services agreement with the firm Peckham & McKenney. One of the top firms in California, Peckham & McKenney is especially well suited for finding excellent candidates for small and medium sized cities. The services in this agreement will also include the development, production and distribution of all printed materials as well as all advertising placement.

Fiscal Impact

\$18,000 for professional services

A not-to-exceed budget of \$6,500 for pre-approved expenses including background checks.

Attachments

Resolution
Agreement
Proposal

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RESOLUTION NO. 14-
RESOLUTION APPROVING AN AGREEMENT WITH PECKHAM & MCKENNEY FOR
CITY MANAGER RECRUITMENT SERVICES

THE CITY COUNCIL OF THE CITY OF AUBURN DOES HEREBY RESOLVE:
That the City Council of the City of Auburn does hereby adopt an
agreement with Peckham & McKenney for City Manager recruitment
services. A true and correct copy of said agreement is attached hereto as
Exhibit "A".

DATED: January 27, 2014

Bridget Powers, Mayor

ATTEST:

Stephanie L. Snyder, City Clerk

I, Stephanie L. Snyder, City Clerk of the City of Auburn, hereby certify
that the foregoing resolution was duly passed at a regular meeting of the City
Council of the City of Auburn held on the 27th day of January, 2014 by the
following vote on roll call:

- Ayes:
- Noes:
- Absent:
- Abstained:

Stephanie L. Snyder, City Clerk

PROFESSIONAL SERVICES AGREEMENT

(City of Auburn / Peckham & McKenney.)

1. IDENTIFICATION

THIS PROFESSIONAL SERVICES AGREEMENT ("Agreement") is entered into by and between the City of Auburn a California municipal corporation ("City") and Peckham & McKenney a California Partnership ("Consultant").

2. RECITALS

- 2.1 City has determined that it requires the following professional services from a consultant: Executive Search Services.
- 2.2 Consultant represents that it is fully qualified to perform such professional services by virtue of its experience and the training, education and expertise of its principals and employees. Consultant further represents that it is willing to accept responsibility for performing such services in accordance with the terms and conditions set forth in this Agreement.

NOW, THEREFORE, for and in consideration of the mutual covenants and conditions herein contained, City and Consultant agree as follows:

3. DEFINITIONS

- 3.1 "Scope of Services": Such professional services as are set forth in Consultant's January 12, 2014 proposal to City attached hereto as Exhibit A and incorporated herein by this reference.
- 3.2 "Approved Fee Schedule": Such compensation rates as are set forth in Exhibit A.
- 3.3 "Commencement Date": January 28, 2014.
- 3.4 "Expiration Date": July 28, 2014.

4. TERM

The term of this Agreement shall commence at 12:00 a.m. on the Commencement Date and shall expire at 11:59 p.m. on the Expiration Date unless extended by written agreement of the parties or terminated earlier in accordance with Section 18 ("Termination") below.

5. CONSULTANT'S SERVICES

- 5.1 Consultant shall perform the services identified in the Scope of Services. City shall have the right to request, in writing, changes in the Scope of Services. Any such changes mutually agreed upon by the parties, and any corresponding increase or decrease in compensation, shall be incorporated by written

amendment to this Agreement. In no event shall the total compensation and costs payable to Consultant under this Agreement exceed the sum of \$24,500 unless specifically approved in advance and in writing by City.

- 5.2 Consultant shall perform all work to the highest professional standards of Consultant's profession and in a manner reasonably satisfactory to City. Consultant shall keep itself fully informed of and in compliance with all local, state, and federal laws, rules, and regulations in any manner affecting the performance of the Agreement, including the conflict of interest provisions of Government Code Section 1090, and the Political Reform Act (Government Code Section 81000 *et seq.*).
- 5.3 Consultant represents that it has, or will secure at its own expense, all personnel required to perform the services identified in the Scope of Services. All such services shall be performed by Consultant or under its supervision, and all personnel engaged in the work shall be qualified to perform such services. Bobbi C. Peckham shall be Consultant's project administrator and shall have direct responsibility for management of Consultant's performance under this Agreement. No change shall be made in Consultant's project administrator without City's prior written consent.
- 5.4 Consultant has represented to the City that key personnel will perform and coordinate the services under this Agreement. Should one or more of such personnel become unavailable, Consultant may substitute other personnel of at least equal competence upon written approval of City. If City and Consultant cannot agree as to the substitution of key personnel, City may terminate this Agreement for cause.
- 5.5 Consultant shall not be reimbursed for any expenses unless provided for in this Agreement or authorized in writing by City in advance.

6. COMPENSATION

- 6.1 City agrees to compensate Consultant for the services provided under this Agreement, and Consultant agrees to accept in full satisfaction for such services, payment in accordance with the Approved Fee Schedule.
- 6.2 Consultant shall invoice the City for the services performed pursuant to this Agreement as provided in the Approved Fee Schedule. Each invoice shall itemize the services rendered during the billing period and the amount due. City shall not withhold applicable taxes or other authorized deductions from payments made to Consultant.

7. RESERVED

8. OWNERSHIP OF WRITTEN PRODUCTS

All reports, documents or other written material ("written products" herein) developed by Consultant in the performance of this Agreement shall be and remain the property of City without restriction or limitation upon its use or dissemination by City. Consultant may take and retain copies of such written products as desired, but no such written products shall be the subject of a copyright application by Consultant.

9. RELATIONSHIP OF PARTIES

Consultant is, and shall at all times remain as to City, a wholly independent contractor. Consultant shall have no power to incur any debt, obligation, or liability on behalf of City or otherwise to act on behalf of City as an agent. Neither City nor any of its agents shall have control over the conduct of Consultant or any of Consultant's employees, except as set forth in this Agreement. Consultant shall not represent that it is, or that any of its agents or employees are, in any manner employees of City.

Under no circumstances shall Consultant look to the City as its employer. Consultant shall not be entitled to any benefits. City makes no representation as to the effect of this independent contractor relationship on previously earned PERS retirement benefits, and Consultant specifically assumes the responsibility for making such a determination. Consultant shall be responsible for all reports and obligations including, but not limited to: social security taxes, income tax withholding, unemployment insurance, disability insurance, and workers' compensation.

10. CONFIDENTIALITY

All data, documents, discussion, or other information developed or received by Consultant or provided for performance of this Agreement are deemed confidential and shall not be disclosed by Consultant without prior written consent by City. City shall grant such consent if disclosure is legally required. Upon request, all City data shall be returned to City upon the termination or expiration of this Agreement.

11. INDEMNIFICATION

11.1 The parties agree that City, its officers, agents, employees and volunteers should, to the fullest extent permitted by law, be protected from any and all loss, injury, damage, claim, lawsuit, cost, expense, attorneys' fees, litigation costs, taxes, or any other cost arising out of or in any way related to the negligent, reckless or wrongful performance of this Agreement. Accordingly, the provisions of this indemnity provision are intended by the parties to be interpreted and construed to provide the City with the fullest protection possible under the law. Consultant acknowledges that City would not enter into this Agreement in the absence of Consultant's commitment to indemnify and protect City as set forth herein.

11.2 To the fullest extent permitted by law, Consultant shall indemnify, hold harmless, and when the City requests with respect to a claim provide a deposit for the defense of, and defend City, its officers, agents, employees and volunteers

from and against any and all claims and losses, costs or expenses for any damage due to death or injury to any person, whether physical, emotional, consequential or otherwise, and injury to any property arising out of or in connection with Consultant's alleged negligence, recklessness or willful misconduct or other wrongful acts, errors or omissions of Consultant or any of its officers, employees, servants, agents, or subcontractors, or anyone directly or indirectly employed by either Consultant or its subcontractors, in the performance of this Agreement or its failure to comply with any of its obligations contained in this Agreement, except such loss or damage as is caused by the sole active negligence or willful misconduct of the City. Such costs and expenses shall include reasonable attorneys' fees due to counsel of City's choice, expert fees and all other costs and fees of litigation. Consultant shall not be entitled to any refund of attorneys' fees, defense costs or expenses in the event that it is adjudicated to have been non-negligent.

- 11.3 City shall have the right to offset against any compensation due Consultant under this Agreement any amount due City from Consultant as a result of Consultant's failure to pay City promptly any indemnification arising under this Section 11 and any amount due City from Consultant arising from Consultant's failure either to (i) pay taxes on amounts received pursuant to this Agreement or (ii) comply with applicable workers' compensation laws.
- 11.4 The obligations of Consultant under this Section 11 are not limited by the provisions of any workers' compensation act or similar act. Consultant expressly waives its statutory immunity under such statutes or laws as to City, its officers, agents, employees and volunteers.
- 11.5 Consultant agrees to obtain executed indemnity agreements with provisions identical to those set forth here in this Section 11 from each and every subcontractor or any other person or entity involved by, for, with or on behalf of Consultant in the performance of this Agreement. If Consultant fails to obtain such indemnity obligations from others as required herein, Consultant agrees to be fully responsible and indemnify, hold harmless and defend City, its officers, agents, employees and volunteers from and against any and all claims and losses, costs or expenses for any damage due to death or injury to any person and injury to any property resulting from any alleged intentional, reckless, negligent, or otherwise wrongful acts, errors or omissions of Consultant's subcontractors or any other person or entity involved by, for, with or on behalf of Consultant in the performance of this Agreement. Such costs and expenses shall include reasonable attorneys' fees incurred by counsel of City's choice.
- 11.6 City does not, and shall not, waive any rights that it may possess against Consultant because of the acceptance by City, or the deposit with City, of any insurance policy or certificate required pursuant to this Agreement. This hold harmless and indemnification provision shall apply regardless of whether or not any insurance policies are determined to be applicable to the claim, demand, damage, liability, loss, cost or expense.

12. INSURANCE

- 12.1 During the term of this Agreement, Consultant shall carry, maintain, and keep in full force and effect insurance against claims for death or injuries to persons or damages to property that may arise from or in connection with Consultant's performance of this Agreement. Such insurance shall be of the types and in the amounts as set forth below:
 - 12.1.1 Comprehensive General Liability Insurance with coverage limits of not less than One Million Dollars (\$1,000,000) including products and operations hazard, contractual insurance, broad form property damage, independent consultants, personal injury, underground hazard, and explosion and collapse hazard where applicable.
 - 12.1.2 Automobile Liability Insurance for vehicles used in connection with the performance of this Agreement with minimum limits of One Million Dollars (\$1,000,000) per claimant and One Million dollars (\$1,000,000) per incident.
 - 12.1.3 Worker's Compensation insurance as required by the laws of the State of California.
 - 12.1.4 Professional Errors and Omissions Insurance with coverage limits of not less than One Million Dollars (\$1,000,000).
- 12.2 Consultant shall require each of its subcontractors to maintain insurance coverage that meets all of the requirements of this Agreement.
- 12.3 The policy or policies required by this Agreement shall be issued by an insurer admitted in the State of California and with a rating of at least A:VII in the latest edition of Best's Insurance Guide.
- 12.4 Consultant agrees that if it does not keep the aforesaid insurance in full force and effect, City may either (i) immediately terminate this Agreement; or (ii) take out the necessary insurance and pay the premium thereon at Consultant's expense.
- 12.5 At all times during the term of this Agreement, Consultant shall maintain on file with City's Risk Manager a certificate or certificates of insurance showing that the aforesaid policies are in effect in the required amounts and, except for Automobile Liability Insurance, naming the City and its officers, employees, agents and volunteers as additional insureds. Consultant shall, prior to commencement of work under this Agreement, file with City's Risk Manager such certificate(s).
- 12.6 Consultant shall provide proof that policies of insurance required herein expiring during the term of this Agreement have been renewed or replaced with other policies providing at least the same coverage. Such proof will be furnished at least two weeks prior to the expiration of the coverages.

- 12.7 The general liability insurance required by this Agreement shall contain an endorsement naming City and its officers, employees, agents and volunteers as additional insureds. All policies required under this Agreement shall contain an endorsement providing that the policies cannot be canceled or reduced except on thirty days' prior written notice to City. Consultant agrees to require its insurer to modify the certificates of insurance to delete any exculpatory wording stating that failure of the insurer to mail written notice of cancellation imposes no obligation, and to delete the word "endeavor" with regard to any notice provisions.
- 12.8 The insurance provided by Consultant shall be primary to any coverage available to City. Any insurance or self-insurance maintained by City and/or its officers, employees, agents or volunteers, shall be in excess of Consultant's insurance and shall not contribute with it.
- 12.9 All insurance coverage provided pursuant to this Agreement shall not prohibit Consultant, and Consultant's employees, agents or subcontractors, from waiving the right of subrogation prior to a loss. Consultant hereby waives all rights of subrogation against the City.
- 12.10 Any deductibles or self-insured retentions must be declared to and approved by the City. At the option of City, Consultant shall either reduce or eliminate the deductibles or self-insured retentions with respect to City, or Consultant shall procure a bond in the amount of the deductible or self-insured retention to guarantee payment of losses and expenses.
- 12.11 Procurement of insurance by Consultant shall not be construed as a limitation of Consultant's liability or as full performance of Consultant's duties to indemnify, hold harmless and defend under Section 11 of this Agreement.
- 12.2 Consultant shall report to the City, in addition to the Consultant's insurer, any and all insurance claims submitted to Consultant's insurer in connection with the services under the Agreement.

13. MUTUAL COOPERATION

- 13.1 City shall provide Consultant with all pertinent data, documents and other requested information as is reasonably available for the proper performance of Consultant's services under this Agreement.
- 13.2 If any claim or action is brought against City relating to Consultant's performance in connection with this Agreement, Consultant shall render any reasonable assistance that City may require in the defense of that claim or action.

14. RESERVED

15. PERMITS AND APPROVALS

Consultant shall obtain, at its sole cost and expense, all permits and regulatory approvals necessary for Consultant's performance of this Agreement. This includes, but shall not be limited to, professional licenses, encroachment permits and building and safety permits and inspections.

16. NOTICES

Any notices, bills, invoices, or reports required by this Agreement shall be deemed received on: (i) the day of delivery if delivered by hand, facsimile or overnight courier service during Consultant's and City's regular business hours; or (ii) on the third business day following deposit in the United States mail if delivered by mail, postage prepaid, to the addresses listed below (or to such other addresses as the parties may, from time to time, designate in writing).

If to City

City Manager
City of Auburn
1225 Lincoln Way
Auburn CA 95603
Telephone: (530) 823-4211 x192
Facsimile: (530) 823-4216

If to Consultant:

Bobbi Peckham
Peckham & McKenney
300 Harding Blvd. Ste. 106-E
Roseville, CA 95678
Telephone: (866) 912-1919

With courtesy copy to:

Michael G. Colantuono, Esq.
Auburn City Attorney
Colantuono & Levin, P.C.
11364 Pleasant Valley Road
Penn Valley, CA 95946
Telephone: (530) 432-7357
Facsimile: (530) 432-7356

17. SURVIVING COVENANTS

The parties agree that the covenants contained in Section 10, Section 11, Paragraph 13.2 and Section 14 of this Agreement shall survive the expiration or termination of this Agreement.

18. TERMINATION

18.1 City may terminate this Agreement for any reason on five calendar days' written notice to Consultant. Consultant may terminate this Agreement for any reason on 30 calendar days' written notice to City. Consultant agrees to cease all work under this Agreement on or before the effective date of any notice of termination. All City data, documents, objects, materials or other tangible things shall be returned to City upon the termination or expiration of this Agreement.

18.2 If City terminates this Agreement due to no fault or failure of performance by Consultant, then Consultant shall be paid based on the work satisfactorily

performed at the time of termination. In no event shall Consultant be entitled to receive more than the amount that would be paid to Consultant for the full performance of the services required by this Agreement.

19. GENERAL PROVISIONS

- 19.1 Consultant maintains and warrants that it has not employed nor retained any company or person, other than a bona fide employee working solely for Consultant, to solicit or secure this Agreement. Further, Consultant warrants that it has not paid nor has it agreed to pay any company or person, other than a bona fide employee working solely for Consultant, any fee, commission, percentage, brokerage fee, gift or other consideration contingent upon or resulting from the award or making of this Agreement. Consultant further agrees to file, or shall cause its employees or subcontractor to file, a Statement of Economic Interest with the City's Filing Officer if required under state law in the performance of the services. For breach or violation of this warranty, City shall have the right to rescind this Agreement without liability. For the term of this Agreement, no member, officer, or employee of City, during the term of his or her service with City, shall have any direct interest in this Agreement, or obtain any present or anticipated material benefit arising therefrom.
- 19.2 Consultant shall not delegate, transfer, subcontract or assign its duties or rights hereunder, either in whole or in part, without City's prior written consent, and any attempt to do so shall be void and of no effect. City shall not be obligated or liable under this Agreement to any party other than Consultant.
- 19.3 This Agreement shall be binding on the successors and assigns of the parties.
- 19.4 Except as expressly stated herein, there is no intended third party beneficiary of any right or obligation assumed by the parties.
- 19.5 Time is of the essence for each and every provision of this Agreement.
- 19.6 In the performance of this Agreement, Consultant shall not discriminate against any employee, subcontractor, or applicant for employment because of race, color, creed, religion, sex, marital status, sexual orientation, national origin, ancestry, age, physical or mental disability, medical condition or any other unlawful basis.
- 19.7 The captions appearing at the commencement of the sections hereof, and in any paragraph thereof, are descriptive only and for convenience in reference to this Agreement. Should there be any conflict between such heading, and the section or paragraph thereof at the head of which it appears, the section or paragraph thereof, as the case may be, and not such heading, shall control and govern in the construction of this Agreement. Masculine or feminine pronouns shall be substituted for the neuter form and vice versa, and the plural shall be substituted for the singular form and vice versa, in any place or places herein in which the context requires such substitution(s).

- 19.8 The waiver by City or Consultant of any breach of any term, covenant or condition herein contained shall not be deemed to be a waiver of such term, covenant or condition or of any subsequent breach of the same or any other term, covenant or condition herein contained. No term, covenant or condition of this Agreement shall be deemed to have been waived by City or Consultant unless in writing signed by one authorized to bind the party asserted to have consented to the waiver.
- 19.9 Consultant shall not be liable for any failure to perform if Consultant presents acceptable evidence, in City's sole judgment, that such failure was due to causes beyond the control and without the fault or negligence of Consultant.
- 19.10 Each right, power and remedy provided for herein or now or hereafter existing at law, in equity, by statute, or otherwise shall be cumulative and shall be in addition to every other right, power, or remedy provided for herein or now or hereafter existing at law, in equity, by statute, or otherwise. The exercise, the commencement of the exercise, or the forbearance of the exercise by any party of any one or more of such rights, powers or remedies shall not preclude the simultaneous or later exercise by such party of any of all of such other rights, powers or remedies. If legal action shall be necessary to enforce any term, covenant or condition herein contained, the party prevailing in such action, whether reduced to judgment or not, shall be entitled to its reasonable court costs, including accountants' fees, if any, and attorneys' fees expended in such action. The venue for any litigation shall be Placer County, California and Consultant hereby consents to jurisdiction in Placer County for purposes of resolving any dispute or enforcing any obligation arising under this Agreement.
- 19.11 If any term or provision of this Agreement or the application thereof to any person or circumstance shall, to any extent, be invalid or unenforceable, then such term or provision shall be amended to, and solely to, the extent necessary to cure such invalidity or unenforceability, and in its amended form shall be enforceable. In such event, the remainder of this Agreement, or the application of such term or provision to persons or circumstances other than those as to which it is held invalid or unenforceable, shall not be affected thereby, and each term and provision of this Agreement shall be valid and be enforced to the fullest extent permitted by law.
- 19.12 This Agreement shall be governed and construed in accordance with the laws of the State of California.
- 19.13 All documents referenced as exhibits in this Agreement are hereby incorporated into this Agreement. In the event of any material discrepancy between the express provisions of this Agreement and the provisions of any document incorporated herein by reference, the provisions of this Agreement shall prevail. This instrument contains the entire Agreement between City and Consultant with respect to the transactions contemplated herein. No other prior oral or written agreements are binding upon the parties. Amendments hereto or deviations

herefrom shall be effective and binding only if made in writing and executed by City and Consultant.

- 19.14 Consultant shall maintain any and all ledgers, books of account, invoices, vouchers, canceled checks, and other records or documents evidencing or relating to charges for services or expenditures and disbursements charged to City under this Agreement for a minimum of three years, or for any longer period required by law, from the date of final payment to Consultant under this Agreement. All such documents shall be made available for inspection, audit, and/or copying at any time during regular business hours, upon oral or written request of City. In addition, pursuant to Government Code Section 8546.7, if the amount of public funds expended under this Agreement exceeds ten thousand dollars, all such documents and this Agreement shall be subject to the examination and audit of the State Auditor, at the request of City or as part of any audit of City, for a period of three years after final payment under the Agreement.

TO EFFECTUATE THIS AGREEMENT, the parties have caused their duly authorized representatives to execute this Agreement on the dates set forth below.

"City"
City of Auburn

"Consultant"
Peckham & McKenney

By: _____

By: _____
Bobbi C. Peckham
Partner

Date: _____

Date: _____

By: Phil McKenney
Partner

Date: _____

Attest:

By: _____
Amy Lind, Deputy City Clerk

Date: _____



January 12, 2014

Mayor Bridget Powers
and Members of the City Council
City of Auburn
1225 Lincoln Way
Auburn, CA 95603

Dear Mayor Powers and Council Members:

Thank you for the opportunity to express our interest in assisting you in the recruitment of your next City Manager. Given Bob Richardson's lengthy tenure with the City, we understand that the selection of the new City Manager is a crucial decision for the Council. We will do everything within our power to make this recruitment process a positive experience for everyone involved.

Headquartered in Roseville, our firm provides executive search services to local government agencies throughout the Western United States. With over 50 years of combined experience in executive search, management and local government, Peckham & McKenney was established as a partnership in 2004. We have conducted hundreds of searches over the years and have extensive experience conducting City Manager recruitments, in particular. More specifically, we have conducted nearly 40 similar searches within the past three years alone.

California City Manager placements made within the past three years:

<i>City of American Canyon</i>	<i>City of Hayward (Assistant)</i>
<i>City of Anderson</i>	<i>City of La Palma</i>
<i>City of Antioch</i>	<i>City of La Quinta</i>
<i>City of Bell</i>	<i>City of Mill Valley</i>
<i>City of Belmont</i>	<i>Town of Moraga</i>
<i>City of Belvedere</i>	<i>City of Novato</i>
<i>City of Benicia</i>	<i>City of Palmdale</i>
<i>City of Burbank</i>	<i>City of Palos Verdes Estates</i>
<i>City of Burlingame</i>	<i>City of Palo Alto (Assistant)</i>
<i>City of Campbell</i>	<i>City of Rohnert Park</i>
<i>City of Carmel-by-the Sea</i>	<i>City of San Clemente (Assistant)</i>
<i>City of Corvallis, OR</i>	<i>City of Santa Clara</i>
<i>City of Cupertino</i>	<i>City of Tracy</i>
<i>City of Encinitas</i>	<i>City of Tulare</i>
<i>City of Exeter</i>	<i>City of Waterford</i>
<i>City of Fremont (Assistant)</i>	<i>City of West Sacramento</i>
<i>City of Indian Wells</i>	<i>Town of Woodside</i>

City of Auburn
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Current City Manager searches include:

City of Eureka, California
City of Piedmont, California
Town of Snowmass Village, Colorado
City of Daly City, California (Assistant City Manager)

A full list of executive searches conducted by either Bobbi Peckham or Phil McKenney is included in our proposal. Clearly, we have established an extensive database of industry contacts. We are also active in the Cal-ICMA Preparing the Next Generation Committee, Municipal Management Associations of Northern and Southern California (MMANC and MMASC), and Women Leading Government.

Bringing 26 years of experience in executive search as well as significant experience in conducting City Manager searches, I would personally serve as your Recruiter. In order to provide our clients with the best personal services, we are extremely conscious of the number of client commitments that we make at any point in time. I anticipate completing four current recruitments by the end of January and would be available to immediately focus on Auburn's City Manager search. In fact, I would encourage you to consider the fortuitous timing of the League of California Cities City Manager Department meeting to be held February 5-7 in Long Beach. This is an excellent venue at which to actively recruit quality City Manager candidates, and I would be honored to do so on your behalf.

Again, thank you for this opportunity. Please contact me toll-free at (866) 912-1919 if you have any questions or would like to meet with me personally to ensure a good "fit" as your Recruiter.

Sincerely,

Bobbi C. Peckham

Partner, Peckham & McKenney
300 Harding Boulevard, Suite 106E
Roseville, CA 95678
www.peckhamandmckenney.com
bobbi@peckhamandmckenney.com

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All conducted by either Bobbi Peckham or Phil McKenney

INTRODUCTION

Peckham & McKenney provides Executive Search services to local government agencies throughout the Western United States and is headquartered in Sacramento, California. The firm was established as a partnership in June 2004 by Bobbi Peckham and Phil McKenney, who serve as the firm's Recruiters. We are supported by an Office Manager, marketing and design professional, research specialist, web technician, and distribution staff.

Peckham & McKenney was established on the premise that an executive search and consulting firm must be dedicated to providing its clients and candidates with professional service, as well as a personal, hands-on approach. Our business philosophy centers upon the understanding that this is a "people" related industry and that attention to others' needs is the key to providing effective customer service. Not only are we committed to providing our clients with well-qualified candidates, but we also take pride in treating both our clients and candidates with utmost respect. This commitment has led to multi-year retainer agreements with a number of agencies, as well as numerous client and candidate testimonials to their experiences with us. We invite you to visit our web site at www.PeckhamAndMcKenney.com.

At Peckham & McKenney, we are committed to local government and sensitive to the challenges and issues faced by our clients. As such, we participate in the Cal-ICMA *Preparing the Next Generation* Committee and also serve as the Administrator for the Credentialed Government Leader program for the Municipal Management Associations of Northern & Southern California. In addition, we have provided workshops and training sessions in California and Colorado to up-and-comers on resume and interview preparation and general career guidance.

Bobbi C. Peckham

Bobbi Peckham is one of the West Coast's leading local government recruiters and has 30 years' experience in local government and executive search. Ms. Peckham began her career with the City of Naperville, IL, where she became familiar with all aspects of local government. Ms. Peckham was then recruited to join the Executive Search practice of a leading California recruitment firm. Later, she played an integral role in creating a national search business for what became the largest recruitment practice serving local government in the country. Here, she became Regional Director overseeing Northern California and a nine-state region.

In 2004, Ms. Peckham formed her own search firm in partnership with Phil McKenney. Ms. Peckham has personally conducted hundreds of national searches throughout the Western United States. She has extensive experience working with City Councils, Executive Boards, and local government administrators, listening to and understanding their needs in executive level placements.

Ms. Peckham received a Bachelor of Science degree in Organizational Behavior from the University of San Francisco. She is a contributing member of the International City/County Management Association, Cal-ICMA, Women Leading Government, and Municipal Management Associations of Northern & Southern California. Ms. Peckham serves on the Planning Committee

for the annual *Women's Leadership Summit*, at which she coordinates and leads the highly regarded Executive Roundtable Discussions with over 30 female local government leaders. In addition, Ms. Peckham was instrumental in writing the ICMA's *Job Hunting Handbook*.

Phil McKenney

Phil McKenney has over 35 years' management experience and is very familiar with local government agencies, having led a county organization and having worked with numerous city governments and special districts. Mr. McKenney began his career in the resort and hospitality industry and served as General Manager for Mattakesett Properties on the island of Martha's Vineyard. He then relocated to Keystone Resort in Colorado, which is now acknowledged as a premiere all-season resort with special recognition for its level of guest services. Mr. McKenney later took over the helm of the Summit County Chamber of Commerce as their Executive Director. This hybrid-Chamber was the only countywide organization responsible for marketing all of Summit County, Colorado, home to Breckenridge, Keystone, and Copper Mountain resorts. Through his leadership and collaborative style, and working with the cities and county within Summit County, he led the Chamber to being a readily recognized and well-respected organization within Colorado and the Western United States.

Mr. McKenney was then selected by Placer County, California to lead the merger of the North Lake Tahoe Chamber of Commerce and the North Tahoe Visitors and Convention Bureau into the North Lake Tahoe Resort Association. As Executive Director of this new county organization, he represented the Tourism industry for all of North Lake Tahoe. The Resort Association is now a proactive, nationally recognized organization whose model of governance is being replicated in numerous resort communities across the western United States.

Mr. McKenney joined Ms. Peckham in executive recruitment in January 2003 and has since conducted numerous national recruitments throughout the Western states, including Colorado, Arizona, Oregon, and California. Mr. McKenney has an undergraduate degree in Recreation from Slippery Rock State College as well as a Master of Business Administration from the University of Denver.

Joyce Johnson

Joyce Johnson joined Peckham & McKenney in 2005 and serves as the firm's Office Manager. Ms. Johnson is complimented regularly on her strong customer orientation working with both clients and candidates alike. She oversees internal administration of the firm as well as directing contract administrative support in the areas of advertising and design, web posting, and duplication and mailing services. Prior to joining Peckham & McKenney, Ms. Johnson oversaw internal administration in the Western Region headquarters of two national management consulting and executive recruitment firms. She has a total of 28 years' experience in the field of administrative and executive support for all aspects of the executive recruitment process. Ms. Johnson holds an Associate of Arts degree from American River College.

THE SEARCH PROCESS

While it is our intent to customize the search and project schedule to fit the City of Auburn's specific needs, the search process typically includes the following key actions:

Project Organization – This phase provides for the development of a detailed Candidate Profile. We will meet individually with the Mayor and members of the City Council, as well as others you identify, to discuss the issues and challenges facing the City. The desired background and experience, leadership style and personality traits, skills and abilities of the ideal candidate will be discussed. We will also discuss expected parameters of the search, the search timeline, and schedule future meeting dates with the City Council.

Typically, we devote significant time to this phase of the recruitment in order to become fully knowledgeable of the organization, community, and desired profile of your next City Manager. We encourage our clients to allow us to meet with staff, the executive management team, Commission members, labor representatives, community business leaders, residents, and others. These may be one-on-one meetings, small group discussions, or larger public forums, depending upon the appropriate style and venue desired by the City. Electronic survey tools may also be utilized to provide input opportunities to the community on a broader scale. We have significant experience in a variety of methods for gaining input on the candidate profile, and we will provide advice and recommendations to the City Council. In addition, we ask for a tour of the community in order to more fully understand current and future projects as well as gain a stronger familiarity with the community.

Recruitment – Advertisements will be placed in the appropriate industry publications and websites, and our firm will assume responsibility for presenting your opportunity in an accurate and professional manner. Full information on the position will be posted on our firm's web site as well as the site of the City. In addition, an attractive brochure will be prepared to market the organization and position to potential candidates. This brochure will be mailed to 300-400 industry professionals, and it will also be available on our firm's web site. Copies of the brochure will also be made available to the City.

The main focus of our outreach, however, will be direct phone contact with quality potential candidates. With over 30 combined years of executive search experience, we have developed an extensive candidate database that is continuously utilized and updated. Our recruiting efforts will focus on direct and aggressive recruiting of individuals within the search parameters established during the Project Organization phase. We believe direct recruiting produces the most qualified candidates. We know how to identify the "hidden" candidates, including those passive candidates who may be resistant to considering an employment change. Throughout this active search process, we will regularly notify the City Council of the status and share questions, concerns, and comments received from potential candidates as they consider the opportunity. By doing so, we will "team" with the City Council to ensure that all issues and concerns of candidates are discussed and understood thereby eliminating "surprises" once the resume filing deadline has occurred.

As resumes are received, they will be promptly acknowledged, and we will personally respond to all inquiries. Once the resume filing deadline has passed, the City Council will be updated on the status of the recruitment, the number of resumes received, and our intent for preliminary interviews.

Preliminary Interviews/Recommendation – As resumes are received, supplemental questionnaires will be sent to candidates who appear to meet the candidate profile. Following the resume filing deadline and a thorough review of the resumes and questionnaires received, we will conduct preliminary interviews with those individuals most closely matching the candidate profile. Preliminary reference and background (credit and criminal) checks will be conducted, and a written recommendation of finalists will be personally presented at an on-site, one- to two-hour meeting with the City Council. The Council will receive a full listing of all candidates who applied for the position, as well as the cover letters, resumes, and supplemental questionnaires of the recommended group of candidates for further consideration.

Once a group of finalists has been selected by the City Council, all candidates will be notified of their status. We will prepare a finalist interview schedule and notify finalist candidates accordingly. If necessary, finalists will make their own travel plans and reservations. It is customary that the City reimburse finalists for roundtrip airfare, car rental, and lodging necessary to attend the interviews with the City. We will confirm this with the City Council at our meeting to recommend finalists.

Final Interviews/Selection – During this phase, finalists will be interviewed by the City Council. We will provide on-site advice and facilitation assistance during the final interview process. Interview materials, including suggested interview questions, evaluation and ranking sheets will be provided for the Council's convenience.

An orientation session will be held with those involved prior to the finalist interviews, and we will work with the City Council through a ranking process and discussion of the finalists at the end of the day. We will assist the City Council in coming to consensus on the leading two to three finalists for further consideration, and we will provide recommendations on next steps, including additional meetings or social engagement with each finalist to learn more of the "fit" they may bring. In the past, our clients have chosen to conduct subsequent interviews, roundtable discussions, meals, or receptions with these finalists; we will provide the City Council with recommendations and options.

Qualification – Once the final candidate has been selected, our firm will verify, at your discretion, professional work experience; degree verification; and criminal, civil, credit, and motor vehicle records (beyond industry-standard seven years). Second "tier" references will also be contacted. This comprehensive process ensures that only the most thoroughly screened candidate is hired. In addition, negotiation assistance will be provided as requested by the City Council. Our ultimate goal is to exceed your expectations and successfully place a candidate who "fits" your organization's and community's needs now and into the future.

PROJECT SCHEDULE

This sample schedule anticipates a 14-week process. In today's competitive recruiting environment, our goal is to make the process as efficient and effective as possible.

<u>ACTIVITY</u>	<u>TIME FRAME</u>
I. Project Organization	January 27 – February 10
<ul style="list-style-type: none">• Kick-Off Meeting to discuss Candidate Profile and formalize project schedule• Finalize Candidate Profile with City and identify "fit" required• Develop advertising and recruiting plan• Prepare marketing brochure	
II. Recruitment	February 10 – March 24
<ul style="list-style-type: none">• Advertise, network, and electronically post in appropriate venues• Send marketing brochure to 300-400 industry professionals• Post opportunity on firm's web site as well as City's site• Search for/identify/recruit individuals within the parameters of the Profile• Respond to all inquiries and acknowledge all resumes received	
III. Preliminary Interviews/Recommendation	March 24 – April 14
<ul style="list-style-type: none">• Review candidates' resumes and supplemental questionnaires• Conduct preliminary interviews with leading candidates• Conduct first-tier reference checks and credit/criminal checks• Present written recommendation of finalists to City Council• Notify all candidates of search status	
IV. Final Interviews/Selection	April 14 – April 28
<ul style="list-style-type: none">• Schedule finalist candidate interviews• Design process and facilitate finalist interviews with City Council• Assist City Council throughout process and provide recommendations• City Council selects candidate or leading 2-3 candidates for further consideration	
V. Qualification	April 28 – May 5
<ul style="list-style-type: none">• Conduct thorough background checks and second "tier" references• City conducts site visit to community of selected candidate (Optional)• Negotiation assistance• Exceed expectations and successfully place candidate who "fits."	

PROFESSIONAL FEE AND EXPENSES

The professional fee for the recruitment of the City Manager is \$18,000. One-third of this fee is due as a retainer upon execution of the agreement. The remainder of the fee will be divided and billed in two separate, monthly invoices.

The proposed project and professional fee includes a series of three scheduled meetings with the City of Auburn; the first to develop the Candidate Profile, the second to recommend finalists, and the third to facilitate finalist interviews. Requested additional meetings will be negotiated and billed accordingly.

The City of Auburn will also be responsible for reimbursement of expenses not to exceed \$6,500. Expenses will be pre-approved and will be billed back at cost. Expenses include out-of-pocket costs associated with consultant travel, clerical, advertising, telephone, printing/copying, supplies/postage, and background checks (partial checks on recommended candidates; full background check on selected candidate). Additional expenses incurred due to requested additional meetings as well as full background checks on more than one candidate will be negotiated and billed accordingly.

Insurance

Peckham & McKenney carries Professional Liability Insurance (\$1,000,000 limit) and Commercial General Liability Insurance (\$2,000,000 General Liability, and \$4,000,000 Products). Our Insurance Broker is Northeast Agencies out of San Antonio, Texas, and our coverage is provided by Markel America Insurance Company and The Hartford.

In addition, Bobbi Peckham and Phil McKenney each carry personal automobile liability insurance in the amount of \$1,000,000.

PLACEMENT GUARANTEE AND ETHICS

Our placement record is particularly strong in that 90% of the candidates we have placed within the past nine years continue in those positions today. In the unlikely event, however, that a candidate recruited and recommended by our firm leaves your employment ***for any reason within the first two years*** (except in the event of budgetary cutbacks, promotion, or position elimination), we agree to provide a one-time replacement at no additional charge, except expenses.

Time and again, we receive unsolicited comments from clients and candidates relating to our integrity and high ethics.

- First, we believe in honesty. No client should ever appoint an individual without being fully knowledgeable of the candidate's complete background and history. Conversely, no candidate should ever enter into a new career opportunity without full disclosure of any organizational "issues."
- We strive to keep everyone involved in a recruitment process informed of the status. Not only do we provide regular updates to our clients, but we also have a reputation for keeping our candidates posted, even to the extent of informing them as to who was eventually selected.
- As recruitment professionals, we do not recruit our placements -- ***ever***. Should a placement of ours have an interest in a position for which we are recruiting, they may choose to apply. However, if they become a finalist, we ask that they speak to their supervisor (Council member or Manager) to alert them of their intent.
- We do not recruit staff from our clients for another recruitment during an active engagement. Nor do we "parallel process" a candidate, thereby pitting one client against another for the same candidate.
- We are retained only by client agencies and not by our candidates. While we have a reputation for being actively involved in the profession and providing training, workshops, and general advice to candidates, we represent only our clients. In addition, we ***always*** represent and speak of our client in a positive manner; during the recruitment engagement as well as years after.
- We do not misrepresent our client list. Only those searches that we personally conducted appear on our list; rather than those conducted by other Recruiters while with other executive search firms.

CLIENT REFERENCES

Please feel free to contact any of the following current and recent clients to inquire about their experience with Bobbi Peckham. In addition, we would be pleased to furnish the client contact and phone numbers for any past clients of Ms. Peckham or Mr. McKenney listed in the Attachment.

City of American Canyon, CA – City Manager

Leon Garcia, Mayor, or Mark Joseph, Council Member
(707) 647-4360; mjoseph@cityofamericancanyon.org

City of Burbank, CA – City Manager

Emily Gabel-Luddy, Mayor; or Mark Scott, City Manager
(213) 280-5784; egluddy@aol.com

City of Campbell, CA – City Manager

Jason Baker or Evan Low, Council Members
(408) 839-6669; jasonb@cityofcampbell.net

City of Carmel-by-the-Sea, CA – City Administrator

Jason Burnett, Mayor; or Jason Stilwell, City Administrator
(831) 620-2000; Jason@burnettforcarmel.com

City of Cupertino, CA – City Manager

Mark Santoro, Mayor, or Council Members Gilbert Wong or Rod Sinks
(408) 777-3202; kareng@cupertino.org

City of Encinitas, CA – City Manager

Teresa Barth, Mayor; or Gus Vina, City Manager
(760) 633-2620; tbarth@encinitasca.gov

City of Indian Wells, CA – City Manager

Mary Roche, Mayor; or Wade McKinney, City Manager
(760) 346-2489; mwindsor@indianwells.com

City of Mill Valley, CA – City Manager

Stephanie Moulton-Peters, Council member and former Mayor; or Jim McCann, City Manager
(415) 302-6032; smoultonpeters@comcast.net

Town of Moraga, CA – Town Manager

Karen Mendonca, Mayor; or Jill Keimach, Town Manager
(925) 888-7020; kmendonca@moraga.ca.us or jkeimach@moraga.ca.us

City of Novato, CA – City Manager

Madeline Kellner or Jeanne MacLeamy, Council Members; or Michael Frank, City Manager
(415) 897-9440, mcellner@novato.org or mfrank@novato.org

City of Palmdale, CA – City Manager

James Ledford, Mayor; Matt Ditzhazy, City Attorney; or David Childs, City Manager
(661) 267-5151; mditzhazy@cityofpalmdale.org

City of Palos Verdes Estates, CA – City Manager

Jim Goodhart, Mayor; or Tony Dahlerbruch, City Manager
(310) 378-0383; jgoodhart@pvestates.org

City of Piedmont, CA – City Manager (current search)

John Chiang, Mayor, or Margaret Fujioka, Mayor Pro Tem
(510) 604-8943; chiangjohn@comcast.net

City of San Clemente, CA – Assistant City Manager

Pall Gudgierson, City Manager; or Sam Penrod, Human Resources Manager
(760) 525-1817; penrods@san-clemente.org

City of San Rafael, CA – Assistant City Manager and Police Chief

Nancy Mackle, City Manager
(415) 485-3063; nancy.mackle@cityofsanrafael.org

City of Santa Clara, CA – City Manager

Jamie Matthews, Mayor; Julio Fuentes, City Manager; or Liz Brown, Human Resources Director
(408) 482-7713; lizbrown@santaclaraca.gov

RECENT CLIENTS AND EXECUTIVE SEARCHES

City/County Manager, Executive Director, and Related

Alameda County Waste Mgt. Authority	Executive Director
American Canyon, City of	City Manager
American Water Works Assoc., CA/NV Section	Executive Director
Antioch, City of	City Manager
Arvada, CO, City of	Deputy City Manager
Ashland, OR, City of	City Administrator (2002 and 2005)
Atherton, City of	Assistant City Manager
Baldwin Park, City of	Chief Executive Officer
Belmont, City of	City Manager
Benicia, City of	City Manager
Big Bear Lake, City of	City Manager (1995, 2001 and 2006)
Big Bear Lake, City of	General Manager, Dept. of Water & Power
Big Bear Lake, City of	Asst. General Mgr., Dept. of Water & Power
Buellton, City of	City Manager
Burbank, City of	City Manager
California Water Pollution Control Association	Association Manager
Calistoga, City of	City Manager
Campbell, City of	City Manager
Carlsbad, City of	Assistant City Manager
Carmel-by-the-Sea, City of	City Administrator
Corvallis, OR, City of	City Manager
Daly City, City of	Assistant City Manager
Del Mar, City of	City Manager
Delano, City of	City Manager
Douglas County, CO	Deputy County Manager
Durango, CO, City of	City Manager
Encinitas, City of	City Manager
Eureka, City of	City Manager
Exeter, City of	City Administrator
Foothills Park & Recreation District, Littleton, CO	Executive Director
Fort Lupton, CO, City of	City Administrator
Fremont, City of	Assistant City Manager
Garfield County, CO	County Manager
Gilroy, City of	City Administrator
Gilroy, City of	Assistant City Administrator
Glendora, City of	City Manager
Grand Junction, CO, City of	City Manager (2001 and 2006)
Greeley, CO, City of	City Manager
Hayward, City of	City Manager
Hayward, City of	Assistant City Manager
Hesperia, City of	City Manager
Hughson, City of	City Manager
Indian Wells, City of	City Manager
Indio, City of	City Manager
Incline Village General Improvement District, NV	General Manager
King City, City of	City Manager

La Plata County, CO	County Manager
Laramie, WY, City of	City Manager
Mammoth Lakes, Town of	Town Manager
Manitou Springs Chamber of Commerce, Visitors Bureau & Office of Economic Development, CO	Chief Operating Officer
Martinez, City of	City Manager
Midpeninsula Regional Open Space District	General Manager
Midpeninsula Regional Open Space District	Assistant General Manager
Mill Valley, City of	City Manager
Milpitas, City of	City Manager
Monte Vista Water District	General Manager
Moraga, Town of	Town Manager
Mountain House Community Svcs. District, CA	General Manager
Mountain Village, CO, Town of	Town Manager
Norco, City of	City Manager
North Lake Tahoe Public Utility District	General Manager (2004 and 2007)
North Lake Tahoe Resort Association	Executive Director
Novato, City of	City Manager
Orange County Fire Authority	Assistant Chief, Business Services
Palmdale, City of	City Manager
Palo Alto, City of	Assistant City Manager
Palos Verdes Estates, City of	City Manager
Park City Municipal Corporation, UT	City Manager
Pleasant Hill, City of	City Manager
Porterville, City of	Deputy City Manager
Public Agency Risk Sharing Authority of CA	General Manager
Redding, City of	City Manager
Redlands, City of	City Manager
Redwood City, City of	City Manager
Rohnert Park, City of	City Manager
Sacramento, CA, Crocker Art Museum	Executive Director
San Clemente, City of	Assistant City Manager
San Jacinto, City of	City Manager
San Jose, City of	Executive Director, Historical Museum
San Mateo, County of	County Manager
San Rafael, City of	Assistant City Manager
Santa Clara Co. Open Space Authority	General Manager
Sea Ranch Association, CA	Community Manager
Sedona, AZ, City of	City Manager
Snowmass Village, CO, Town of	Town Manager
South San Francisco, City of	City Manager
St. Helena, City of	City Manager
Steamboat Springs, CO, City of	City Manager
Steamboat Springs Chamber Resort Assoc., CO	Executive Vice President
Teton County, WY	County Administrator
Tracy, City of	City Manager
Tracy, City of	Assistant City Manager
Truckee, Town of	Town Manager
Tulare, City of	City Manager (2005 and 2011)

Tulare Co. Economic Development Corporation
 Washington County, OR
 Waterford, City of
 Windsor, CO, Town of
 Winter Park, CO, Town of
 Woodside, Town of
 Yakima Regional Clean Air Authority, WA
 Yolo, County of

President
 Director of Health & Human Services
 City Administrator
 Town Manager
 Town Manager
 Town Manager
 Executive Director/Air Pollution Cont'l Officer
 County Administrator

City Attorney/Legal Counsel

Antioch, City of
 Archuleta County, CO
 Ashland, OR, City of
 Brisbane, City of
 Burlingame, City of
 Eureka, City of
 Garfield County, CO
 Hayward, City of
 Midpeninsula Regional Open Space District, CA
 Milpitas, City of
 Mountain Village, CO, Town of
 Pleasanton, City of
 Redding, City of
 Richmond, City of
 San Bruno, City of
 South Lake Tahoe, City of

City Attorney
 County Attorney
 City Attorney
 City Attorney
 City Attorney
 City Attorney
 County Attorney
 City Attorney
 General Counsel
 Assistant City Attorney
 Town Attorney
 City Attorney
 Assistant City Attorney
 City Attorney
 City Attorney
 City Attorney

Community Development/Planning/Environmental Services

Alhambra, City of
 Ashland, OR, City of
 Baldwin Park, City of
 Belmont, City of
 Beverly Hills, City of
 Brookings Economic Development Agency, SD
 Delano, City of
 Eastern Municipal Water District
 Fremont, City of
 Fremont, City of
 Hayward, City of
 Hayward, City of
 Hesperia, City of
 Jefferson County, CO
 Laguna Niguel, City of
 Livermore, City of
 Martinez, City of
 Mountain Village, CO, Town of
 Murrieta, City of
 Needles, City of
 North Tahoe Public Utility District, CA

Director of Development Services
 Community Development Director
 Community Development Director
 Community Development Director
 Community Development Director
 Executive Director
 Economic Development Manager
 Director, Development & Customer Services
 Deputy Director of Community Development
 Deputy Rdvlpmnt Agency Director, Housing
 Community Development Director
 Economic Development Manager
 Redevelopment Director
 Planning & Development Director
 Director of Community Development
 Economic Development Director
 Community Development Director
 Dir. Of Community Development & Housing
 Development Services Director
 City Planner
 Planning & Engineering Manager

Novato, City of
 Novato, City of
 Oceanside, City of
 Palo Alto, City of
 Pasadena, City of
 Reno, NV, City of
 San Bernardino, City of
 San Bruno, City of
 San Clemente, City of
 San Mateo, City of
 San Mateo, City of
 San Pablo, City of
 San Rafael, City of
 County of Santa Clara, San Jose, CA
 Seaside, City of
 Seaside, City of
 Teton County, CO
 Vail, CO, Town of
 Walnut Creek, City of
 Washington County, OR
 Winters, City of

Community Development Director
 Planning Manager
 Economic Development Director
 Development Services Director
 Director of Planning & Permitting
 Redevelopment Administrator
 Business Development Manager
 Community Development Director
 Econo. Development & Housing Director
 Planning Manager
 Building Official
 Development Services Director
 Community Development Director
 Director, Dept. of Planning & Development
 Sr. Planning Services Manager
 Redevelopment Services Manager
 Planning & Development Director
 Director of Community Development
 Economic Development Manager
 Land Development Services Manager
 Community Development Director

Library Director and Related

Boulder, CO, City of
 Hayward, City of
 Huntington Beach, City of
 Mountain View, City of
 Oceanside, City of
 Orange, City of
 Palo Alto, City of
 Pleasanton, City of
 Torrance, City of

Library Director
 Library Director
 Library Director
 Library Director
 Library Director
 City Librarian
 Library Director
 Library Services Director
 Cultural Arts Administrator

Parks & Recreation

Foothills Park & Rec. District, CO
 Los Altos, City of
 North Clackamas County, OR
 Pacifica, City of
 Palo Alto, City of
 Pleasanton, City of
 Pleasanton, City of
 Reno, NV, City of
 Rialto, City of
 Roseville, City of
 San Clemente, City of
 Tracy, City of

Executive Director
 Recreation Director
 Parks & Recreation Director
 Dir. Of Parks, Beaches & Recreation
 Community Services Director
 Community Services Manager
 Director of Parks & Community Svcs.
 Director of Parks & Recreation
 Parks & Community Services Director
 Parks, Rec. & Libraries Director
 Dir. Of Beaches, Parks & Recreation
 Parks & Community Services Director

Public Works/Engineering and Related

Ashland, OR, City of
Belmont, City of
Belmont, City of
Benicia, City of
Big Bear Lake, City of
Campbell, City of
Campbell, City of
Carlsbad, City of
Chino Basin Municipal Water District, CA
Delta Diablo Sanitary District, CA
Fremont, City of
Galt, City of
Gilroy, City of
Greeley, CO, City of
Greenfield, City of
Hayward, City of
Jefferson County, Golden, CO
Louisville, CO, City of
Marin Municipal Water District, CA
Milpitas, City of
North Tahoe Public Utility District, CA
Oceanside, City of
Orange County Fire Authority, CA
Port San Luis Harbor District, CA
Sacramento County, CA
San Jose, City of
San Luis Obispo, City of
South Lake Tahoe, City of
Steamboat Springs, CO, City of
Yorba Linda, City of

Public Works Director
Public Works Director
Senior Civil Engineer
Land Use & Engineering Manager
City Engineer
City Engineer
Associate Civil Engineer
Deputy Public Works Director
Manager of Planning & Engineering
Senior Engineer
Manager of Maintenance Operations
Public Works Director
Building Field Services Manager
Public Works Director
Public Works Director
Director of Public Works
Airport Manager
Public Works Director
Environmental Resources Division Manager
Public Works Director/City Engineer
Planning & Engineering Manager
Community Services Director
Fleet Manager
Facilities Manager
Associate Civil Engineer
General Services Director
Public Works Director
Public Works Director
Public Works Director
Field Services Supervisor

Human Resources/Personnel

AC Transit District
American Canyon, City of
Azusa, City of
Belmont, City of
Belmont, City of
Brookings, SD, City of
Contra Costa Water District, CA
Delta Diablo Sanitation District, CA
Douglas County, CO
East Bay Regional Park District
Encinitas, City of
Glendale, AZ, City of
Hayward, City of
Jefferson County, CO
Mountain View, City of

Human Resources Manager
Administrative Services Director
Human Resources Director
Human Resources Director
Personnel Analyst
Director of Human Resources
Human Resources Manager
Personnel Officer
Human Services Director
Personnel Director
Human Resources Manager
Personnel Director
Human Resources Director
Human Resources Director
Director of Employee Services

Personnel Director
Human Resources Director
Human Resources Manager
Chief People Officer
Administrative Services Manager
Human Resources Director
Human Resources Director
Human Resources Director
Personnel Services Manager
Administrative Services Manager
Human Resources Manager
Risk Manager

Finance Director
 Finance Director
 Finance Director
 Finance Director
 Director of Finance
 Finance Director
 Finance Director
 Director of Finance
 Finance Director
 Finance Director
 Finance Director
 Finance Director
 Director of Finance
 Administrative Services Director
 Finance Director
 Controller
 Finance Director
 Director of Finance
 Finance Director/Controller
 Finance Director
 Finance Director
 Finance Director
 Finance Director
 City Treasurer
 Auditor/Controller
 Financial Services Manager
 Finance Director
 Director of Finance
 Finance Director
 Finance Director
 Finance Director
 Budget Director
 Assistant Chief, Business Services
 Financial Services Manager
 Treasurer (2000 and 2004)
 Finance Director

Finance Director
 Finance Director
 Finance Director
 Finance Director
 Director of Finance
 Finance Director
 Finance Director
 Director of Finance
 Finance Director
 Finance Director
 Finance Director
 Finance Director
 Director of Finance
 Administrative Services Director
 Finance Director
 Controller
 Finance Director
 Director of Finance
 Finance Director/Controller
 Finance Director
 Finance Director
 Finance Director
 Finance Director
 City Treasurer
 Auditor/Controller
 Financial Services Manager
 Finance Director
 Director of Finance
 Finance Director
 Finance Director
 Finance Director
 Budget Director
 Assistant Chief, Business Services
 Financial Services Manager
 Treasurer (2000 and 2004)
 Finance Director

Pasadena, City of
 Pasadena, City of
 Porterville, City of
 Rancho Cordova, City of
 Reno, NV, City of
 San Mateo, City of
 San Mateo, City of
 Santa Clarita, City of
 Santa Cruz, City of
 Seaside, City of
 Steamboat Springs, CO, City of
 Superior Court of Calif./Co. of San Mateo
 Union City, City of
 Ventura, City of
 Visalia, City of
 Washington County, OR
 Western Municipal Water District
 Winter Park, CO, City of
 Yorba Linda, City of

Public Safety/Law Enforcement

Alhambra, City of
 Alhambra, City of
 Antioch, City of
 Atherton, City of
 Baldwin Park, City of
 Belmont, City of
 Clayton, City of
 Eureka, City of
 Gilroy, City of
 Hayward, City of
 Livermore, City of
 Lone Tree, CO, City of
 Lone Tree, CO, City of
 Los Altos, City of
 Menlo Park, City of
 Milpitas, City of
 Modesto, City of
 Oceanside, City of
 Porterville, City of
 Redondo Beach, City of
 Riverton, WY, City of
 San Rafael, City of
 Santa Monica, City of
 Vail, CO, Town of
 West Covina, City of

City/County Clerk

Alameda County, CA

Controller
 Accounting Manager
 Administrative Services Manager
 Assistant Finance Director
 Finance Director
 Finance Director
 Deputy Director of Finance
 Finance Manager
 Finance Director
 Financial Services Manager
 Finance Director
 Finance Director
 Finance Director
 Treasury Manager
 Finance Director
 Finance Director
 Finance Director
 Finance Director
 Finance Director

Chief of Police
 Fire Chief
 Police Chief
 Police Chief
 Police Chief
 Police Chief
 Police Chief
 Police Chief
 Fire Chief
 Fire Chief
 Fire Chief
 Patrol Operations Commander
 Police Chief
 Police Captain
 Police Chief
 Police Chief
 Fire Chief
 Police Captain
 Chief of Police
 Communications Manager
 Police Chief
 Chief of Police
 Police Chief
 Fire Chief
 Fire Chief

Clerk of the Board

Berkeley, City of
Hayward, City of
Oceanside, City of
Menlo Park, City of
Midpeninsula Regional Open Space District, CA
Monterey, City of
Mountain View, City of
San Jose, City of
San Luis Obispo, City of
San Mateo, City of
Santa Cruz, City of

City Clerk
City Clerk
Public Information Officer
City Clerk
Public Information Officer
City Clerk
City Clerk
City Clerk
City Clerk
City Clerk
City Clerk

Information Technology

Fremont, City of
Jefferson County, Golden, CO
Superior Court of Calif., County of San Mateo

Information Svcs. Tech. Director
Information Technology Director
Information Technology Director

